

THANK YOU FOR JOINING!

We will be starting momentarily.

PLEASE:



**Mute your
audio**



**Introduce yourself
in the chat**

REMINDERS:

- Presentation materials were provided in the final reminder email and via the [DEI Practitioner SharePoint Portal](#)
- Please follow the Poll Everywhere link below to complete our webinar series survey
- Our DEI webinars are primarily developed for DEI practitioners but are also open to anyone interested in learning more about the presented topics

Please go to <http://www.pollev.com/IDPilot345> to complete the short feedback survey. Your participation will help us record your command's attendance and provide actionable feedback on our webinar series. Thank you!



**DIVERSITY, EQUITY
& INCLUSION**

Unpacking Your Bias

23 February | 1200–1300 EST

OPNAV N17 DEI Webinar Series

INTRODUCTIONS

Chief [REDACTED]
She/Her
OPNAV N174A
Diversity, Equity & Inclusion

Chief [REDACTED] serves as the logistics lead for the OPNAV N174 Diversity, Equity, and Inclusion (DEI) Team. She works to understand and address logistical barriers to optimize successful DEI messaging Fleetwide.

Mr. [REDACTED]
He/Him
NLEC
N5 Curriculum Director

Mr. [REDACTED] teaches bias at the Naval Leadership and Ethics Center to XO's and PXOs. He was pivotal in testing the Bias Mitigation Tool within his classes to fine tune the tool and ensure its usefulness Fleetwide.

CAPT [REDACTED]
He/Him
NPC
Inclusion & Diversity Officer

CAPT [REDACTED] has been integral to the success of COE DEI Initiative 2.2: "Assign a Special Assistant to the Commander for Inclusion & Diversity and Assign a Trained Command Climate Specialist" and other COE DEI Initiatives working to mitigate bias in the Navy.

Ms. [REDACTED]
She/Her
OPNAV N175
Future Operations

Ms. [REDACTED] is an Engineering Psychologist in the Research and Development sect of N175, working on several studies within N17. Her doctoral research considers varying social theories as they relate to external and internal contributions to identity.

*Full speaker bios can be found attached to the webinar invite.



AGENDA


Understanding Bias (10 Min)

Bias Mitigation Efforts in the Navy (20 Min)

Social Theories and Their Relationship with Bias (10 Min)

Reviewing Your Own Bias Activities (10 Min)

Open Discussion / Questions (10 Min)

A photograph of a US Navy fleet at sea. In the foreground, the USS Zumwalt (DDG 1050) is visible, with its name 'ZUMWALT' and hull number '1050' on the bow. Behind it, the USS Zumwalt (DDG 1050) and the USS Zumwalt (DDG 1050) are visible. The ships are sailing on a dark blue sea under a cloudy sky. A semi-transparent blue overlay covers the middle section of the image, and the text 'Understanding Bias' is written in white on this overlay.

Understanding Bias

WHAT IS BIAS?

A natural part of life

Commonly formed by everyone

A heuristic that is built over time

Not necessarily negative, but it has the potential to be

Often performed by the brain without thinking, beyond our immediate control and awareness

Capable of creating preferences, stereotypes, prejudices, and other inherent reactions

Shaped by self-perception, background, cultural environment and personal experiences; and created through comparisons

Capable of influencing our decision-making and our behavior



Food for Thought

What are some of the ways that bias may affect Sailor/Civilian personal or professional life within the Navy?

¹ | Pers Soc Psychol

² Confirmation Bias | Simply Psychology



TYPES OF BIAS

CONSCIOUS BIAS

Conscious biases are the intentional and responsive actions taken due to beliefs, experiences and personal notions. This type of bias is processed neurologically at a conscious level as declarative, semantic memory, and in words.

UNCONSCIOUS BIAS

Implicit, cognitive or unconscious bias operates outside of a person's awareness and can be in direct contradiction to a person's beliefs and values. What is so dangerous about implicit bias is that it automatically seeps into a person's way of thinking or behavior and is outside of the full awareness of that person.

SOME COMMON TYPES OF BIAS

The Horn Effect

The Halo Effect

Confirmation Bias

Anchor Bias

Affinity Bias

Beauty Bias

Conformity Bias

Overattribution Bias

Outcome Bias

Prototype Bias

Interested in learning more about each type of bias? Check out DEI 101, the DEI 101 Facilitation Guide, and DEI 101 Activity Templates.

³ Asana: 19 Unconscious Biases to overcome to help promote inclusivity⁶ What is Outcome Bias? - My Cognitive Biases

⁴ The EW Group: The Different types of unconscious bias

⁵ Over-Attribution Bias | Social Sciences Encyclopedia.com

⁷ The Effects of Prototype-Based Biases on Leadership Appraisals

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Bias Mitigation Efforts in the Navy

COE DEI Initiatives

Many of the COE DEI Initiatives (formerly Task Force One Navy Recommendations) are in place to address and mitigate bias policies and procedures throughout the Fleet to ensure every Sailor and Civilian feels a sense of inclusion and belonging.





BIAS MITIGATION TOOL

- *Reflect – Reframe – Perspective*
- Designed to ‘nudge’ user into system 2 reflective thinking
- Based on OODA loop
- **Courses Tested:**
 - USNWC Leadership in the Profession of Arms
 - NLEC Senior Leader Course
 - NLEC Intermediate Leadership Course
- **Testing demonstrated:**
 - Framework aids user in revisiting data or previous decisions
 - Too much data included in tool distracts from utility

Leadership in the Profession of Arms

Bias Mitigating Tool

Moving Past the First Impression

(Reflect)

- How is this issue/data being framed?
- What am I taking into consideration?
- Have I received input from people unlike me?


(Reframe)

- How could we look at this issue/data differently?
- What else would be good to know about this issue?
- What are some alternative explanations for the conclusions drawn?

(Perspective)

- Are we being fair to everyone?
- Are we looking at the larger system/context?
- How might other stakeholders view this?

College of Leadership and Ethics 1

A photograph of a US Navy fleet at sea. In the foreground, the USS Zumwalt (DDG 1050) is visible, with its name 'ZUMWALT' and hull number '1050' on the bow. Behind it, the USS Zumwalt (DDG 1050) and the USS Zumwalt (DDG 1050) are visible. The ships are sailing on a dark blue sea under a cloudy sky. The text 'Social Theories and Their Relationship with Bias' is overlaid on the image.

Social Theories and Their Relationship with Bias



Five Social Theories

The Social Learning Theory⁸

- People may learn through observation of other people
- Mental and emotional state are important to learning
- Learning doesn't necessarily lead to changed behavior

The Social Cognitive Theory⁹

- Primary behavior drivers
 - Environmental factors
 - Cognitive factors
 - Behavioral factors
- Self-efficacy
- Community shared beliefs affects the quality of life for individuals in that community

The Social Identity Theory¹⁰

- Self-image is driven by the association of a group. Individuals strive to socially and personally improve their identity by joining an in-group
- People often derive self-esteem based on their affiliation with the "in group"

The Social Identity Complexity Theory¹¹

- Founded on social identity theory
- People process and categorize themselves with the perceived "in group"
- Recognizes the individual's inter-relationships among his or her multiple group identities

The Self-Categorization Theory¹²

- The idea that individuals will conform to a group based on the individual's want to be a part of that group
- Integration into a group may result in loss of self-identification, but gain group identification

How are the theories above related to bias?

⁸ How Albert Bandura's Social Learning Theory Works (verywellmind.com)

⁹ SCT | Social Cognitive Theory by Albert Bandura (hesci.org)

¹⁰ Social Identity Theory | Simply Psychology

¹¹ Social Identity Complexity Theory: Attitudes Towards Diversity and Its Relationship with Nationalism, Religiosity, and Aggression (gvsu.edu)

¹² Self-categorization Theory - Psynso

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REVIEWING YOUR OWN BIAS

THE FATHER-SON SCENARIO

A father and son were involved in a car accident in which the father was killed and the son was seriously injured. The father was pronounced dead at the scene of the accident and his body was taken to a local morgue. The son was taken by ambulance to a nearby hospital and was immediately wheeled into an emergency operating room. A surgeon was called. Upon arrival and seeing the patient, the attending surgeon exclaimed “Oh my goodness, it’s my son!”

Can you explain this?



The Circle of Trust

Step 1:

On a piece of paper write down in a column on the left-hand side of a blank piece of paper the initials of six to ten people whom you trust the most who are **not family members**.

Step 2:

Place a “tic” mark next to each person who shares a diversity characteristic with you as I read them allowed.

Step 3:

Review the ways in which your circle of trust is diverse and the ways in which it is more homogeneous.

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Open Discussion/Questions

UPCOMING DEI WEBINAR TOPICS

The DEI Virtual Learning Series is released on a monthly basis. The webinars will cover industry best practices and DEI topics related to Navy needs.

NEXT MONTH'S WEBINAR TOPIC:

Accessibility

Please go to <http://www.pollev.com/IDPilot345> to complete the short feedback survey. Your participation will help us record your command's attendance and provide actionable feedback on our webinar series. Thank you!

Please reach to ALTN_USN_INCLUSION_AND_DIVERSITY@navy.mil with any additional questions or concerns.

References

- ¹ [J Pers Soc Psychol](#)
- ² [Confirmation Bias | Simply Psychology](#)
- ³ [Asana: 19 Unconscious Biases to overcome to help promote inclusivity](#)
- ⁴ [The EW Group: The Different types of unconscious bias](#)
- ⁵ [Over-Attribution Bias | Social Sciences Encyclopedia.com](#)
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- ⁸ [How Albert Bandura's Social Learning Theory Works \(verywellmind.com\)](#)
- ⁹ [SCT | Social Cognitive Theory by Albert Bandura \(besci.org\)](#)
- ¹⁰ [Social Identity Theory | Simply Psychology](#)
- ¹¹ [Social Identity Complexity Theory: Attitudes Towards Diversity and Its Relationship with Nationalism, Religiosity, and Aggression \(gvsu.edu\)](#)
- ¹² [Self-categorization Theory - Psynso](#)

DISCLAIMER: The appearance of external hyperlinks, references, research and resources does not constitute endorsement by the Department of the Navy or the linked websites, or the information, products or services contained therein. Some resources are included to provoke thought and cause the reader to question their assumptions, which is why the Department of the Navy does not endorse every viewpoint of each author or creator. Exposure to varied viewpoints improves critical thinking skills.